

Child Protection

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1. Introduction

In recent years the community has become aware of the reality of child abuse. Such abuse can be physical, emotional, or sexual. The immediate and ongoing consequences for the victims of such abuse is heart-breaking. At its core, there is a betrayal of trust – by a parent, a doctor, a pastor, a trusted adult or whoever. With such a reality in mind, it is important that organisations do all that is possible to provide a safe and secure environment for the children and youth participating in their activities. YWAM MSA is committed to the safety and promotion of the interests of minors from all backgrounds, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background.

All members of YWAM MSA, including students, staff and short term volunteers are responsible for the care and protection of children and reporting of information relating to child abuse. For any activity involving the custody of minors there is a legal duty of care.

1.2 Abbreviations and Definitions

YWAM MSA: YWAM Medical Ships - Australia

Young person/child/minor: Defined as a person under the age of 18 years

YWAM Staff: Any permanent or semi-permanent volunteer engaged by YWAM Medical Ships

YWAM students: Any registered students engaged on any training school

Contact with Children: Working on an activity or in a position that involves or may involve contact with children, either under the position description or due to the nature of the work environment. (Australian Aid Child Protection Policy 2013)

Child Abuse: The deliberate act of ill-treatment that can harm or is likely to cause harm to a child’s safety, wellbeing, dignity and development. Abuse includes all forms of physical, sexual,

psychological or emotional ill treatment.

Physical Abuse: Involves the use of violent physical force so as to cause actual or likely physical injury or suffering (eg hitting, shaking, burning, female genital mutilation, torture).

Emotional or Psychological Abuse: Includes humiliating and degrading treatment such as bad name-calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

UNCRC: United Nations Convention on the Rights of the Child - www.unicef.org/crc

1.3 Commitment and Principles

YWAM Medical Ships commits to uphold the highest standards when working with minors. We align to current benchmarks put in place by relevant authorities and work towards best practice models established by these groups.

YWAM Medical Ships also commits to and believes the following:

- The United Nations Convention on the Rights of the Child is the universal foundation for child protection. The fundamental principle of the Convention is that children have their own indivisible rights.
- We support the outcomes of the National Framework for Protecting Australia's Children <https://www.dss.gov.au/our-responsibilities/families-and-children/publications-articles/protecting-children-is-everyones-business>.
- Any form of child abuse and exploitation is unacceptable and will not be tolerated.
- All children have a right to be safe at all times, and we have an obligation to provide safe and protective services and environments.
- Children should live in safe and supportive families and communities which are child-friendly, care for children, value their wellbeing and participation and are supported in their caring role.
- All children and families should receive appropriate support and services to create the conditions for safety and care.
- Major parental risk factors that are associated with child abuse and neglect are addressed in individuals and reduced in communities.
- It is important to understand that in all cases where we seek to connect with people, be they minors or adults, there is a duty of care. This means that we are obligated both morally and legally to ensure that the best interests of those we are working with are upheld and they are kept safe from harm.
- We will take proactive steps to create child safe and child friendly programs.
- Adherence to this Child Protection Policy (CPP) is a mandatory requirement for all staff and others.
- We will ensure that all staff and relevant stakeholders are made aware of the CPP and their responsibilities.
- Where possible, children will be consulted in the development of the CPP and the implementation of child safe practices.
- Children in our programs should be given opportunities to express their views on matters affecting them.
- All decisions regarding the welfare and protection of children are made based on the Best Interests of the Child Principle, which is itself based upon the UNCRC. This principle dictates that when decisions are being made, they are made based on the consideration that a child receives the maximum benefit possible from services provided, and the consideration that the positive impacts of any course of action must outweigh any negative impacts.
- We believe that all children should be equally protected and assisted regardless of their gender, nationality, religious or political beliefs, family background, economic status, physical or mental health or criminal background.

2. Purpose of Policy

- This CPP has been developed to provide a practical guide to prevent child abuse in YWAM MSA's programs. It will outline a range of risk management strategies that will be implemented which will reduce the risk of children being harmed.

- The CPP demonstrates YWAM MSA's commitment to protect children from harm and abuse.
- The CPP aims to educate staff and others about child abuse and promote a child safe and a child friendly culture where everyone is committed to keeping children safe.
- The CPP aims to create an open and aware environment where concerns for the safety and wellbeing of a child can be raised and managed in a fair and just manner, which protects the rights of all.
- Additionally, the CPP will provide guidance on how to respond to concerns and allegations of child abuse. It provides guidance to staff and others on how to work respectfully and effectively with children. This will provide all stakeholders, including staff and others with a safe working environment.
- As a signatory to the ACFID Code of Conduct, YWAM MSA is obliged to have policies and procedures implemented which promote the safety and well-being of all children accessing its services and programs, in particular to minimise the risk of abuse to children (See Quality Principle 1.4 of the ACFID Code of Conduct).
- YWAM MSA is obliged to adhere to local and international child protection criminal laws, which prohibit the abuse and exploitation of children. These include local laws where YWAM MSA's programs exist.

3. Scope of Policy

This Policy applies to the following:

All personnel of YWAM MSA:

- Full-time and associate staff
- Parents with children on board YWAM MSA vessels
- Individual contractors and consultants
- Short-term volunteers
- Board members
- Partners that have a formal relationship with YWAM MSA
- YWAM students

For others engaged by YWAM MSA having contact with children for a period of one day or longer such as:

- Journalists and media personnel
- Photographers
- Donors
- Visitors including the spouse/partner or family member of YWAM MSA staff, students or volunteers

The Protocol for Working with Minors does not need to be signed by people engaged by YWAM MSA for less than one day, and/or who will have no contact with children. These people must be made aware of the Policy and YWAM's child protection standards and be supervised by an YWAM staff member at all times.

4. Implementation and review

- 4.1.** Should a team member become aware of or suspect a breach of the CPP, there is a strong expectation that the person will follow through and initiate the appropriate processes. Additionally, there are specific child-protection roles, responsibilities and accountabilities for key staff including YWAM Medical Ships program managers and the Board of Directors which are included in position descriptions.
- 4.2.** This policy will be reviewed every two years.

5. Training of organization on CPP

- 5.1. YWAM MSA office is responsible for and will enhance awareness amongst staff and anyone coming in contact with children through training, advice and will ensure that policy is integrated within program design.
- 5.2. All full-time and associate staff and Board Members of YWAM must attend a Child Protection Policy training session within three months of the commencement of their employment or appointment.
- 5.3. All full-time and associate staff of YWAM should attend a refresher Child Protection Policy training session every two years.
- 5.4. All other personnel and associates of YWAM must be provided with an induction on the Policy and Code of Conduct on commencement of involvement with YWAM.

6. New staff or volunteers

This policy commits YWAM Medical Ships to doing everything in their power to prevent a person from working with children if they pose an unacceptable risk to children.

6.1. Screening

- i. Prospective and current YWAM MSA staff will be screened and monitored to ensure the organisation does not engage or retain people who pose an unacceptable risk to children.
- ii. All YWAM staff and students require a valid 'positive notice' Blue Card (includes a national police check in Australia and ongoing monitoring of any subsequent relevant charges against that person)
- iii. Blue Cards must be completely renewed every 3 years (in line with standard Working with Children Check legislation in Queensland)
- iv. Reference questionnaires and induction interviews will include specific questions regarding past engagement with minors and attitudes and skills in this area (see detail below)
- v. All personnel, regardless of period of program engagement (greater than 1 day), are required to submit a Declaration regarding disclosure of child-related offences and their induction to, and commitment to comply with, the Child Protection Policy.
- vi. The Declaration must be made on the provided form. It will require disclosure of past or present involvement in (or conviction relating to) any activity that may indicate their unsuitability for work with minors, including committing any offence especially of a violent or sexual nature that may indicate their unsuitability for work with minors.
- vii. It should be noted that the above is to ensure robust processes surrounding those personnel for whom an Australian (or other national) police check may not be pragmatic or useful
- viii. During reference checks and interviews, behavioural-based questions will be used to ask for examples of the candidate's past behaviour and experiences. In positions working directly working with children, the panel will explore the candidate's motivations for working with children, which will include value-based questions seeking information about the candidate's attitudes to children, professional boundaries, accountability, team work and how they have responded to ethical dilemmas.
- ix. Applicants will be required to submit a detailed application form when applying for a position. This form will ask for extensive information about the applicant's background such as dates and places of employment, education and other activities.
- x. All positions will have a position description which outlines the specific duties and accountabilities of the position. This clarifies boundaries and this clarity assists in the management of staff.
- xi. Prospective staff must satisfy a member of the leadership team that they are of a suitable maturity for the position they are seeking to fill, and are a fit and proper person to work with minors.
- xii. All staff will be required to provide proof of identify (such as birth certificate, passport, driver's license) and relevant qualifications. Original documents or certified copies are required.

- xiii. Every person as outlined in Scope of Policy is required to have signed the Declaration (see 6.1.v above) prior to being offered a position with the organisation.
- xiv. YWAM Medical Ships reserves the right to refuse employment to or terminate any person's employment that may pose a risk to children.
- xv. Screening is an ongoing process and will continue throughout the orientation process.

6.2. Commitment

- All persons outlined in Scope of Policy are required to sign and commit themselves to following the **PROTOCOL FOR THOSE INVOLVED IN WORK WITH MINORS**
- All persons are to:
 - undergo an induction of the Child Protection policies and procedures.
 - Be committed to teachability and to undertake any training which may be required to expand their ability and competency in the position they are seeking to fill.
 - Be accountable to the other members of the team they are working with and to the leaders who have oversight for their activities.
- Issues relating to child protection will be included in staff performance reviews, in addition to immediate remediation of issues as they arise.

7. Partners

7.1. For the purposes of the policy partners are defined as:

- International Non-Government Organisations (INGOs)
- Local Non-Government Organisations (NGOs)
- Any subcontractors who are engaged in YWAM activities and programs

7.2. YWAM Medical Ships must ensure that partners comply with relevant child protection policies and have their own child protection standards in place.

8. Online Protocol

We are currently living in an age when the use of online communication tools such as social media, (Facebook, Instagram, blogs etc.) have become a regular part of our daily lives.

The ability to connect with others & find belonging are two very important elements to the growth and development of a young person, and for better or worse, online communities can provide a quick and easy fix for this.

Though much of what happens online is harmless there are plenty of risks that most young people are completely unaware of. From simple misunderstandings to the more serious online predators, each time a person logs on, if they are not equipped, they put themselves in a position of vulnerability.

8.1 Adding Minors as a 'Friend' or 'Follower'

YWAM requests that you do not:

- Initiate a friend or follow request with minors online. This action is acceptable when initiated by the minor. Accepting a request is up to your own discretion and at your own risk.
- Add/befriend anyone under the minimum age allowed on the online service. (For example Facebook prohibits those under the age of 13 so no staff member should contact any minor on Facebook under that age.)

9. Child Images and Media

9.1. YWAM MSA will at all times portray children in a respectful, appropriate and consensual way.

9.2. Our guidelines on the use of images children's images, in line with the ACFID Code of Conduct Quality Principle 6, are:

- i. A child should always be portrayed in a dignified and respectful manner and not in a vulnerable or submissive manner.
- ii. Children should be adequately clothed and not in poses that could be seen as sexually

- iii. suggestive.
- iii. A child and their family must always be asked for consent when using their images. When asking for consent to use the image, details should be given as to how and where this image will be used.
- iv. There should be no identifying information of the child used in the publication of images with their location, unless explicit permission is given by the parent/guardian of the child.
- v. Children should be portrayed as part of their community.
- vi. Local cultural traditions should be assessed regarding local traditions and restrictions for reproducing personal images.
- vii. Images should be an honest representation of the context and the facts.
- viii. When sending images electronically, file labels should not reveal identifying information.
- ix. All photographers will be screened for their suitability, including police checks where appropriate.
- x. Ensure a child is not subject to a legal order (i.e. Family Court, domestic violence order, child protection or criminal order) where the safety of the child or parent/guardian may be at risk or the privacy of the child is compromised, if the identity and location of the child is revealed

10. Procedures and reporting of suspected abuse or breach of Code

Child Protection Reporting Process	
Who can report	<ul style="list-style-type: none"> • Child, young person • Parents/guardians and community members • Staff, students and any YWAM volunteers • Partners affiliated with YWAM activities
What to report	<ul style="list-style-type: none"> • Allegations, suspicions, disclosures or observations of child abuse committed by personnel, associates or representatives of YWAM MSA or • Concerns about the action or behaviour of personnel, associates or representatives of YWAM MSA that has harmed or put a child at risk of harm or • Suspected or confirmed breaches of the CPP and/or Protocol for Working with Minors by personnel, associates or representatives of YWAM MSA or Information received of criminal proceedings being undertaken in regards to child exploitation and abuse against personnel, associates or representatives of YWAM MSA. • Inappropriate use of the organisation’s photographic equipment or computers including evidence of child pornography. • Staff engaging in suspicious behaviour that could be associated with sexual exploitation or trafficking. • To protect all volunteers, staff, and students with YWAM MSA, the following circumstances are also to be reported: Any incidents such as theft or minor injury that involve a minor.
When to report	<ul style="list-style-type: none"> • Immediately or as soon as is practically possible
How to report	<ul style="list-style-type: none"> • Verbally and by completing the YWAM MSA Incident Report Form.
Who to report to	<p>Initial reporting:</p> <ul style="list-style-type: none"> • Australia: The Child Protection Focal Point is the YWAM MSA Managing Director (or nominated delegate) who is responsible for

	<p>responding to any reports of child abuse or breach of the Policy. All breaches will be brought to the attention of the YWAM MSA Board in a timely fashion.</p> <ul style="list-style-type: none"> • Overseas: The Ship Manager aboard MV YWAM PNG is the central point of contact during field activities in Papua New Guinea <p>When situations arise of a serious nature, YWAM MSA may report immediately to:</p> <ul style="list-style-type: none"> • The parents/ legal guardians of the minor in question • Local police - If there is an allegation or suspicion of child sexual abuse by a staff member or volunteer in the organization, these matters will be reported to the police. In most Australian states there are specialised units dealing with child sexual crimes. If there are concerns that a child is being sexually abused by someone external to the organization, YWAM MSA will contact the state police and/or child protection authorities. • Child Protection Authorities - Concerns about the welfare of the child in relation to neglect and/or emotional abuse will be reported to the child protection authorities. • Australian Federal Police - Concerns about people engaging in child sex tourism, child sex trafficking and child pornography should be reported to the Australian Federal Police (Transnational Sexual Crimes Squad). • Appropriate Papua New Guinea Authorities – as indicated under the <i>Lukautim Pikinini Act</i>
<p>What will happen</p>	<ul style="list-style-type: none"> • An initial assessment will be made based on the quality and reliability of the information and a decision will be made (in consultation with the Managing Director) on what steps to take. • These will involve: <ul style="list-style-type: none"> • To gather all the relevant information and address any health and protection needs of the child/young person/family members; • Interviewing the person/persons who made the allegations or other witnesses to gather more information with which to make a decision; • Report to local police and or child protection authority; • Report made to the Australian Federal Police where appropriate; • Concern handled internally if it is not a criminal matter (if any doubt, professional advice to be sought) • No further action thereafter/process complete • Reports will be handled professionally, confidentially and as quickly as possible and will meet country, state or territory specific legislative requirements. • All reports made in good faith will be viewed as being made in the best interests of the child regardless of the outcomes of any investigation. YWAM MSA will ensure that the interests of anyone reporting child abuse in good faith are protected. • The rights and welfare of the child is of prime importance. Every effort must be made to protect the rights and safety of the child throughout the investigation. • Any person who intentionally makes a false allegation or malicious allegation will face disciplinary action. <p>Overseas:</p>

	<ul style="list-style-type: none"> • A local reporting procedure will guide the process based on whether the allegation constitutes a criminal offence in the country, or whether it is a breach of the YWAM code of conduct and will be dealt with as a disciplinary matter. • If the incident has occurred outside of the program the matter will be referred to an external body or agency dealing with child protection matters in the country.
Possible outcomes	<p>Any breach of the Protocol for Working with Minors or any unacceptable behavior in relation to children may result in any of the following measures being applied:</p> <ul style="list-style-type: none"> • Meeting to discuss breach and opportunity for person to provide their account/understanding of the situation • Performance management • Further education on the Child Protection Policy and Protocol for Working with Minors • Formal warning and monitoring • Transfer to other duties • Suspension pending investigation • Immediate cessation of involvement with outreach activity (return to headquarters where appropriate) • Internal investigation • Report to Police • Dismissal • These measures will apply alongside any criminal investigation where relevant. • Report made to child protection statutory authority/government department • Report made to community-based child protection committee or similar • Referral made to local support/counselling organisation or service
Follow up	<ul style="list-style-type: none"> • Feedback to be given where possible to those directly involved or affected, protecting confidentiality and privacy. • Debriefing/counselling to be offered, if needed

Procedures for YWAM students or staff who suspect abuse	
Observe	<p>If the child's actions or words cause you to suspect something is wrong:</p> <ul style="list-style-type: none"> • Carefully observe the minor and their situation. • If the minor comes to you to talk, listen to their story. • Respond in a caring and matter of fact way • Always believe the minor • Carefully listen and accept any details. • Assure them that it is not their fault • Do let them know that this sort of thing has happened to other minors, they are not alone. • Let them know that you are pleased they told you <p>DO NOT:</p>

	<ul style="list-style-type: none"> • Do NOT pressure them to talk or give details about the abuse. • DO NOT allow your feelings or reactions to burden the minor. • DO NOT make a big deal of it. • DO NOT ask questions just to satisfy your curiosity. • DO NOT make promises that you cannot keep. (Eg. Keeping secrets or not reporting). • DO NOT attempt therapy or counselling • DO NOT discuss the circumstances of the child/young person with others not directly involved.
<p>Assure the minor</p>	<p>When you sense that the minor has said all that they want to say, draw that part of the conversation to a close with something like;</p> <ul style="list-style-type: none"> * ‘I am glad you told me this. You have done the right thing.’ * ‘We need some help. There are special people who will help us work out what to do.’ * ‘Some secrets are helpful, some secrets are not helpful. I don’t think this is a secret that is helpful.’ <p>Let the conversation take a natural course from this point and DO NOT LEAVE THEM IN A DISTRESSED STATE. They may be afraid or worried, especially if they may have been told bad things will happen if they tell anyone about this.</p> <p>Let them know what you will do next and assure them of confidentiality (whilst explaining the limits of confidentiality).</p>
<p>Record</p>	<p>Write notes of suspicions and conversations in an incident report so that there is a written record of your beliefs for the appropriate leaders.</p> <p>It IS NOT YOUR RESPONSIBILITY TO DETERMINE IF ABUSE HAS OCCURED. THAT IS A MATTER FOR THE APPROPRIATE AUTHORITIES.</p>
<p>Report</p>	<p>Take action to inform ONLY the following people depending on the location type of the incident:</p> <p>Your relevant YWAM MSA Leader such as:</p> <ul style="list-style-type: none"> • YWAM Youth and Children Initiatives in Australia - For YWAM Youth Initiatives, inform the leader identified as appropriately in this role at your Program Induction. This person will inform the appropriate overseeing local YWAM program manager who will take incident to YWAM Management Committee to assess and advise as needed. • YWAM MSA in PNG – For YWAM Medical Ships outreach activities in Papua New Guinea, the Ship Manager is responsible to receive such information. If unavailable, speak with the Senior Clinic Lead. • This person will inform the appropriate overseeing local YWAM program manager who will take incident to YWAM Management Committee to assess and advise as needed. <p>Churches Inform YWAM team leader immediately. YWAM leader to report to church youth leader or pastor.</p> <p>Schools Inform YWAM team leader immediately. It is mandatory for the YWAM leader to report incidents to the school contact or chaplain as schools are required</p>

	to report all incidents to the QLD Government Child Safety Services. The YWAM leader will also be aware of the local context in other jurisdictions.
Other actions	<ul style="list-style-type: none"> • Protect the child - Once an allegation is made there should be an immediate response that protects the child from further potential abuse or victimization. The child may require medical assistance or counselling support. Where possible the child should remain in the place of residence or relevant program. Exceptions may be made where the child is deemed to be at risk of victimization by peers as a result of the allegation or because the alleged abuse has occurred in home-based care. If the child is in immediate danger you should make arrangements for the child to go to a safe place. • Distance the alleged perpetrator - The best interest of the child may warrant the standing down of a staff member or volunteer. The manager should recommend the appropriate action in writing to the Managing Director. Any staff member stood down in this manner continues to receive full entitlements as a staff person - this measure recognizes that that the member is entitled to a just process that does not pre-judge guilt or innocence. Any volunteers who are stood down should similarly receive any reasonable reimbursement of costs. • Confidentiality - All reports, the names of people involved and the details will remain confidential. Details will be released on a “need to know” basis or when required by relevant local or Australian law or a notification to police or child protection authorities is made.

11. Child Protection Risk Management

11.1. Effective child abuse prevention strategies will be incorporated in all YWAM MSA program designs, activities and emergency responses.

11.2. YWAM MSA staff /personnel will undertake a child protection risk assessment on all programs and activities that have contact with children. The assessment should identify risks, classify any high-risk activities, and document steps being taken to reduce or remove these risks. Child Protection Risk Assessments should be undertaken at the program design and proposal stage and at all reporting intervals.

11.3. Staff and others should continually be aware of risks, and be actively minimizing opportunities and situations where children can be harmed.

12. Handling Complaints from Children

12.1. Special provisions for children in making a complaint

- i. Children are always able to lodge a complaint face-to-face
- ii. The process will be as child-friendly and flexible as possible for children and be responsive to their needs
- iii. YWAM MSA will have the capacity to accept complaints via advocates. Advocates are available to raise complaints on behalf of children and are pointed out to children. Key staff will be available to be an advocate and someone easy to approach (ie they will have experience in working with children, they will be helpful and understanding and responsive)
- iv. We will give the children the option how and when they want to be kept informed of the progress of the investigation into their complaint

13. Code of Conduct / Protocol for working with minors

I will not:

- 13.1. Administer physical punishment, even in fun; Act in violent ways; or intentionally cause harm when playing physical games.
- 13.2. Use language that is offensive, discriminatory, demeaning, shaming, culturally inappropriate, abusive or of a sexual nature when speaking with or in the presence of a child or young person.
- 13.3. Be alone with a minor, unless I am their parent (or nominated guardian) or sibling.
- 13.4. Hold, kiss, cuddle or touch a child or young person in an abusive, unnecessary or culturally insensitive way. Even in the context of culturally appropriate contact, I will be mindful not to initiate close physical contact (eg hug) without invitation from the minor and take care to let the ongoing initiative and direction come from the minor (maintaining appropriate boundaries).
- 13.5. Condone or participate in behaviour with children or young people which is illegal or abusive
- 13.6. Spend time with children or young people involved in YWAM programs and activities outside work hours unless I live and work in the same community and come together with those children and young people in the context of my family, social and community life. If this is the situation, I will take care not discuss private/confidential information concerning them outside work hours.
- 13.7. Marry a person under the age of 18
- 13.8. Hire young person or child for domestic labour
- 13.9. Act in a sexually provocative manner or engage children in any form of sexual activity, including paying for sexual services or acts regardless of perception of age or development
- 13.10. Discriminate against or act in favour of particular children or young people to the exclusion of others
- 13.11. Engage in behaviour to shame, humiliate, belittle or degrade a child or young person or otherwise emotionally or psychologically abuse a child or young person including exposing them to family violence
- 13.12. Use social media to contact, access, solicit or befriend a child or young person involved in YWAM programs or activities and not place images of those children or young people on personal social media sites, never to exploit or harass children or young people or access child exploitation materials through any medium
- 13.13. Do things for children involved in YWAM programs or activities of a personal nature that they can do for themselves such as toileting or changing their clothes
- 13.14. Sleep in close proximity to children or young people involved in YWAM programs or activities that I am working with or in contact with unless it is absolutely necessary and in which case I will keep my leader informed and ensure another adult is present, where possible (noting this does not apply to my own children)
- 13.15. When photographing or filming a child or using children's images for personal and YWAM-related purposes I must:
 - Assess and endeavor to comply with local traditions or restrictions for reproducing personal images before photographing or filming a child
 - Obtain informed consent from the child and parent/guardian of the child before photographing or filming a child. As part of this I must explain how the photograph or film will be used
 - Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
 - Ensure images are honest representations of the context and facts
 - Ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form

- Ensure a child is not subject to a legal order (i.e. Family Court, domestic violence order, child protection or criminal order) where the safety of the child or parent/guardian may be at risk or the privacy of the child is compromised, if the identity and location of the child is revealed

I will:

- 13.16. Comply with the Policy and Code of Conduct in all my dealings with children and young people, endeavouring to be a positive role model and mentor for minors in my sphere of influence
- 13.17. Treat all children and young people with respect regardless of race, colour, sex, language, disability, religion, political or other opinion, national, ethnic or social origin, property, birth or other status
- 13.18. Provide a welcoming, inclusive and safe environment for all children, young people, parents/guardians, community members, personnel, staff and students of YWAM
- 13.19. Immediately report concerns or allegations for the safety or wellbeing of a child or young person, or breach of this Policy and Code of Conduct in accordance with Child Protection Reporting Process
- 13.20. Comply with and observe the laws, customs and traditions of countries I will visit. In cases where the laws, customs or traditions contravene the UN Convention on the Rights of the Child (UNCRC), the UNCRC shall be upheld.
- 13.21. Ensure children/young people involved in YWAM activities participate in these activities voluntarily, are well informed of the process and have provided consent where relevant.
- 13.22. Speak with my team leader about any concerns I have of my involvement in any situation where my words, actions or behaviour may be misinterpreted
- 13.23. Apply limited physical restraint in certain limited circumstances, such as protecting a minor from harm.
- 13.24. Ensure that the parent/s and minor are aware of where I am taking a minor, what we will be doing, who we will be with and when we will return and provide a way for the parent/guardian to contact me.
- 13.25. Ensure that, whenever possible, another adult is present when I am working with children or in contact with children. I will place myself in a position where I can be observed by another leader, parent or supervisor when in contact with children and will remain in a public place where possible.
- 13.26. Immediately disclose all charges, convictions and other outcomes of an offence which occurred before or occurs during my engagement with YWAM MSA that relates to child exploitation and abuse
- 13.27. Constantly assess every activity and event with regard to the safety of the minor. Is the activity appropriate for the age group? Are the leaders suitably qualified? Are there sufficient leaders / staff to run the activity? Is the equipment in good working order? Will changes in conditions change the viability of the event / activity from a safety point of view?
IF IN DOUBT DO NOT PROCEED.

Additional Resources:

- Save the Children's Child Protection Policy
https://www.savethechildren.org.au/_data/assets/pdf_file/0004/5458/2014-FINAL-Child-Protection-Policy-2.pdf
- United Nations Convention on the Rights of the Child
<http://www.unicef.org.au/Upload/UNICEF/Media/Our%20work/childfriendlycsrc.pdf>
- ACFID resources on developing a child protection policy:
https://acfid.asn.au/sites/site.acfid/files/resource_document/ACFID%20Code%20of%20Conduct%20Guidelines%20for%20the%20Development%20of%20a%20Child%20Protection%20Policy%20November%202016_1.pdf

- DFAT Child Protection Policy:
<http://dfat.gov.au/international-relations/themes/child-protection/Pages/child-protection.aspx>
- Building Child Safe Organisations – Child Wise
<https://www.childwise.org.au/page/37/online-publications>
- Keeping Children Safe- A toolkit for child protection
<https://www.keepingchildrensafe.org.uk/resources>
- Setting the standard – A common approach to Child Protection for international NGOs:
<https://resourcecentre.savethechildren.net/sites/default/files/documents/1603.pdf>
- Responding to reports on child abuse
http://www.parliament.vic.gov.au/images/stories/committees/fcdc/inquiries/57th/Child_Abuse_Inquiry/Report/Part_E.pdf
- Online Child Protection ELearning
<https://www.det.nsw.edu.au/proflearn/cpat/index.html>